

RESOLUTION 2020-13

**A RESOLUTION OF THE BOARD OF COMMISSIONERS
OF WARRICK COUNTY, INDIANA, ELECTING NOT TO RENEW
THE COLLECTIVE BARGAINING AGREEMENT BY AND BETWEEN
THE CLERK AND THE BOARD OF COMMISSIONERS OF WARRICK
COUNTY AND CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL
UNION NO. 215 AND TO NO LONGER BARGAIN WITH OR
RECOGNIZE THE UNION IN THE WARRICK COUNTY CLERK'S OFFICE**

WHEREAS, on or about October 4, 2018, Warrick County entered into the current collective bargaining agreement with Chauffeurs, Teamsters and Helpers Local Union No. 215 (the "Union"), which agreement, among other things, recognized the Union as the exclusive bargaining agent for all employees of the Warrick County Clerk's Office (the "Collective Bargaining Agreement");

WHEREAS, the duration of the Collective Bargaining Agreement was from January 1, 2018 through December 31, 2019, and provided that said agreement shall continue in full force and effect from year to year thereafter unless written notice of desire to change or modify the agreement is served by either party upon the other at least sixty (60) days prior to the annual date of expiration;

WHEREAS, the Collective Bargaining Agreement was subsequently extended by operation of its language and remains in full force and effect for the term of January 1, 2020 through December 31, 2020, in accordance with the terms of the agreement;

WHEREAS, Warrick County has decided not to renew the terms of the Collective Bargaining Agreement with the Union, intends for said agreement to expire and no longer be of any force or effect as of January 1, 2021, and will no longer bargain with or recognize the Union effective January 1, 2021;

WHEREAS, in accordance with the terms of the Collective Bargaining Agreement, Warrick County will give notice of its decisions to the Union at least sixty (60) days prior to December 31, 2020;

WHEREAS, there is no State or Federal law requiring Warrick County to recognize the Union or to engage in collective bargaining with its employees;

WHEREAS, nothing in this Resolution is intended to take away or otherwise infringe upon the rights of Warrick County employees to organize or belong to a union; and

WHEREAS, this Resolution shall apply only to the Warrick County Clerk's Office and shall not apply to any other collective bargaining agreement which does not involve the Warrick County Clerk's Office.

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NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of Warrick County, Indiana, as follows:

With respect to the Warrick County Clerk's Office, Warrick County hereby elects to:

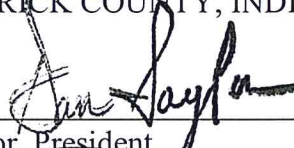
1. No longer recognize the Union as the exclusive bargaining agent for the employees of the Warrick County Clerk's Office effective January 1, 2021;
2. No longer bargain with the Union effective January 1, 2021;
3. Not renew the Collective Bargaining Agreement or enter into any collective bargaining agreement with the Union effective January 1, 2021; and
4. Give written notice to the Union at least sixty (60) days prior to December 31, 2020 of its decisions to:
 - a. No longer recognize the Union;
 - b. No longer bargain with the Union;
 - c. Not renew the Collective Bargaining Agreement; and
 - d. Not enter into any collective bargaining agreement with the Union for the Warrick County Clerk's Office effective January 1, 2021.

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The above Resolution is passed and adopted by the Board of Commissioners of Warrick County, Indiana, this 26th day of October, 2020.

BOARD OF COMMISSIONERS
OF WARRICK COUNTY, INDIANA



Dan Saylor, President

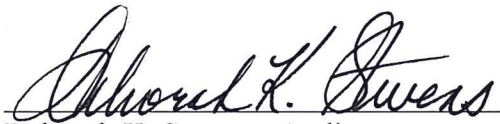


Robert H. Johnson, Jr., Vice President



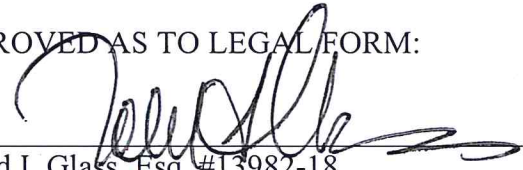
Terry J. Phillippe, Member

ATTEST:



Deborah K. Stevens, Auditor
Warrick County, Indiana

APPROVED AS TO LEGAL FORM:



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Warrick County Attorney